

**UNITED STATES DISTRICT COURT  
MIDDLE DISTRICT OF TENNESSEE  
NASHVILLE DIVISION**

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Jeffrey Bowman, James Arnold,  
Justin Despot, Michael Webster, and  
Daniel Fagan on behalf of themselves  
and all other similarly situated employees,

Plaintiffs,

Case No. 3:09-cv-1115

v.

Judge Robert L. Echols  
Magistrate Judge Joe B. Brown

New Vision Telecommunications,  
Incorporated; NVT Georgia Inc.;  
Franklin Glaspie; Jerry Wilkins; and  
Eric L. Sawyer,

**Jury Trial Demanded**

Defendants.

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**ORDER GRANTING PLAINTIFFS' MOTION FOR CONDITIONAL CLASS  
CERTIFICATION AND COURT-AUTHORIZED NOTICE**

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The above-entitled matter came before this Court on Plaintiffs' Motion for Conditional Class Certification and Court-Authorized Notice. Based upon the memoranda, exhibits and all the files and proceedings herein, the Court makes the following:

**ORDER**

- 1) Plaintiffs' Motion for Conditional Class Certification and Court-Authorized Notice is **GRANTED**. Plaintiffs are authorized to send the Notice in the form attached to their motion papers as Exhibit A to all installers and technicians who worked with or were

employed by Defendants as either a 1099 “independent contractor” and/or a W2 employee within the past three years at any of Defendants’ locations around the country.

- 2) Defendants shall produce to Plaintiffs within ten (10) days a list, in electronic and importable format, of the last known contact information, including for each his/her name, last known mailing address, telephone number, dates of employment, location of employment, employee number, and last four digits of the social security number for all cable installers and/or technicians who have worked for Defendants during the past three years; and
- 3) Defendants shall be required to post the notice and consent form at their workplace. Defendants shall also include a copy of the notice and consent form in the employees’ next paycheck.

Dated: 06/01/10

BY THE COURT:

A handwritten signature in black ink, appearing to read "Robert L. Echols", written over a horizontal line.

HONORABLE ROBERT L. ECHOLS  
UNITED STATES DISTRICT JUDGE